NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

THE

bulletin

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Always Think Ahead

by LESLEY-ANN BROWNE

If I had started saving money 20 years ago, I would be so much further ahead for retirement. How many times have you heard this statement? Well, this is what I have realized at this stage in my life.

There have been many occasions that I wish I had done things differently. My main practice has been, if in doubt – do not. But I sometimes do and chastise myself afterwards. This, however, does not explain why there are so many things I have not done or things of which I have not taken full advantage. I wrote last year, after the death of my mother-in-law, that we should live each day to the fullest. But I know I do not. I sit and wait for something to happen to me.

This issue of *The Bulletin* contains information on retirement and an article on financial planning. Both have made an impression on me. I have to keep asking myself why I did not start putting away money for retirement 20 years ago. My parents told me to do it, and there was always lots of written information on the topic. But I did not listen. I was not thinking of retirement at the age of 20. That was so far off! But why not age 30? I was so busy doing other things that it just was not a priority. It has become one now.

The only thing I remember about financial advice was when I first got married my Dad told me that I did not need everything right away. But I had grown up with a dishwasher, and a new car every few years, and everything I had ever wanted or needed. I did not understand why I had to do without just because I was getting married. I felt I should have the same lifestyle that I thought I deserved. Well I learned a lesson very fast. The option of "buy now, pay later" was taken advantage of more times than I care to admit. The pay later part was an eye opener. But at the time it did not matter since there was money coming in. It was all going out again but I had all the "stuff" I wanted.

Until the day that I lost my job. My employer had saved money while I was on maternity leave and decided I was no longer needed. At this point we had a new baby and lots more bills. There was still lots of "stuff" but no income to pay for all of it. I learned very quickly how to balance the budget. I arranged to pay what I could each month. It was an extremely satisfying day when everything was finally paid. It was a struggle and it was stressful. It took a long time for recovery but it did happen.

I regret that I did not listen to the advice that I know was provided by my parents and teachers about financial matters. The advice of credit counsellors, however, many years later did register. It took a long time but I did start putting away for retirement and emergencies. I learned that it is important to think ahead.

I regret that I was not prudent enough to do this 30 years ago. I have attempted to evaluate why I did not listen. I think it was never put in terms I could understand and that I had to experience it first hand. However, I hope the articles in this issue will register with some one before they make all the same errors in judgment.

THE bulletin

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PROVINCIAL/NATIONAL/INTERNATIONAL

NEWS

PLUM POINT

A "Survivor" challenge

The popular television program, *Survivor*, made its factitious way to Gilmore's Pond, Brig Bay on March 25 when eight tribes of boys and girls from St. Genevieve Elementary participated in the school's first "Survivor Day".

Choosing the salmon from the school's crest for the tribe symbols, students were divided into mixed groupings from K-6. They then pledged their allegiance to one of the following tribes: Sebago, Chinook, Sockeye, Kokanee, Humpback, Chien (Dog), Masu, or Silver. Each tribe had its own chief– one of the school's teachers.

St. Genevieve Elementary Principal, Rhea Diamond, said the goals for the outing included practical problem solving, enhanced group skills (stressing cooperative efforts), direct outcomes from the health courses, and a fun day for all.

The rules were simple – all students had to bring were the materials as noted on their kit list, wear their back pack all day (or have someone else in their tribe do so), and not receive help from any adult for the eight challenges they had to pass. Each challenge was scored, but no group had any idea what any other tribe was doing.

"Survivor Day" champions from the Humpback tribe huddle in the outdoor shelter they built during their "Survivor" challenge.

In a round robin format each tribe participated in the following stations, all of which included a challenge: compass reading; building an outdoor shelter; building a tent (with eyes blindfolded); outdoor cooking; ice fishing; fire building (including boiling water and making spaghetti into a bow); desert island where the tribe had to provide food and clothing for their tribespersons who were stranded on the island; and first aid where each tribesperson had to make a personal first aid kit and then use its supplies to splint an arm, a leg, and build a stretcher.

Students from St. Genevieve Elementary tackle the art of ice fishing, one of the many challenges they faced during "Survivor Day".

The Humpback tribe were the champions of the day, closely followed by the Kokanee tribe; however, all tribes survived better than anyone had anticipated. "The large number of parents who attended were amazed at the students and the skills they acquired throughout the day," said Ms. Diamond. "It was particularly noted how independent the primary children were and how well the older children cared for each person in their tribe."

The school extends a sincere thank you to facilitators Don Samson, Clyde Williams, Tina Taylor, David Gibbons, Floyd Gibbons, George Gibbons, Craig Sheppard, Ivan Mahar, Max Dredge, and Dermit Mahar. A very special thank you is also extended to Ann Cunard, chair of the school council, for all the help in making "Survivor Day" such a great success.

HOWLEY

School celebrates 100th Day

In February, Howley Elementary held, for the first time, a celebration of the 100th day of school. "It was quite a celebration for a K to Grade 5 school with just 15 students," said Linda Stead, Principal of Howley Elementary.

Students from Howley Elementary work together at one of the 20 centers which were set up to work with the number 100.

Students started the year with a count up Bulletin Board. "Each day we were in school we added a number to the board. We used this as a Math activity for counting, patterns, and trading," explained Ms. Stead. An e-mail wall was also created which received 115 e-mails from around the world including Africa, China, Poland, the Netherlands, the United States, and Canada. Many former students wrote to wish the students well and to reminisce about their school days at Howley Elementary.

Howley Elementary students receive a little assistance during one of the many "100th Day" activities.

"On the 100th Day the students were very excited when they came to school," said Ms. Stead. "Parents and staff had worked very hard the night before to prepare for our big day." Students had to walk the 100 footprints, and the walls and windows were painted with 100s. Each student, staff and parent wore something to school with 100 items on their clothes and everybody wore a necklace with 100 pieces of cereal.

With the help of parents, 20 different centers were set up, each working with the number 100. The students moved from one center to another throughout the day with activities designed to spread across the curriculum.

For lunch, the school cooked 100 chicken nuggets and smiley fries. Other treats included a cake in the shape of 100, 100 numbered cupcakes, 100 golf ball cookies, and 100 chocolate chip cookies.

"We concluded the day with whole group activities and the releasing of 100 balloons," explained Ms. Stead. "I don't know what we will do next year as our special day, but it will have to be enormous to beat the learning and fun of our 100th Day!"

CHANNEL – PORT AUX BASQUES

A memorable tribute to teachers

The week of February 18 to 22 was Teacher/Staff Appreciation Week at St. James' Elementary School in Port aux Basques. "This is a very special week with many activities planned by the school council, PTA, and administration," said Raymond Bown, Principal of St. James' Elementary. "This allows us an opportunity to say thank you to our staff in a big way."

This year, the Pentecostal Church invited the staff of the school to their Sunday morning service to pay tribute to them. The service was centered around teachers and the many responsibilities they carry out daily. The service began with a welcome by a student of St. James' Elementary. Poems were written and read by students and parents and all the staff were presented with gifts and a donation of $100 to the school. Following the service, teachers and staff were served lunch.

"For the teachers who attended it was something we will never forget," said Mr. Bown. "Their kind words and deeds made us feel proud to be teachers. To Pastor Ball and the congregation I extend a sincere thank you. You really made Teacher/Staff Appreciation Week a memorable occasion indeed."

STEPHENVILLE

Kindness is Contagious Week

This past February, an epidemic of "kindness" broke out among the students and staff at Stephenville Middle School. "Kindness is Contagious Week was taken on by students as their service project for the Lion's Quest Program," said Truman Greenham, Principal of

Stephenville Middle School. "It was not the children's first choice, but we convinced them it might be a worthwhile activity if they gave it a chance."

Mr. Greenham said he chose this particular project because he felt many of the students did not have positive self images and their comments and behaviours often belied their true selves. As well, he said a number of students felt superior to their peers, therefore there was not a strong sense of community within the group.

Preparation for Kindness is Contagious Week took approximately a month and the students were placed in various groups for different projects. "This met with some opposition," recalled Mr. Greenham, "but with some cajoling they agreed to give it a try." Some of the activities prepared in advance of the week included: "Kindness is Contagious" badges for teachers and staff; a poster contest for Grades 6 to 8 with one winner per grade (prize – take your favorite teacher to lunch at the school's expense); approximately 500 hearts were created for teachers and staff to give to students caught performing acts of kindness; a penny drive was organized for Janeway Day; the school lobby was decorated with the "Heart of Love" made from the cut out hands of every student and staff member in the school; students decorated 36 Kindness Week Survival Bags for staff and placed letters, badges, pins, red paper for hands and all pertinent information for the week in them; staff and students were asked to dress in red on Valentine's Day, and an assembly was organized for Valentine's Day where students performed.

"We had to reach out for help during the project," explained Mr. Greenham. Mrs. O'Keefe and Mrs. Nippard assisted with music for the assembly, and teachers and students helped count and roll pennies when it became more than the students could handle. "The students really pulled together as the project progressed," continued Mr. Greenham. "The children took their jobs seriously and were really proud when people complimented them. We worked and we laughed together and created a friendly sense of competition in the school. Kindness is Contagious Week helped students focus on the importance of kindness and caring for everyone," concluded Mr. Greenham.

Students and staff at Stephenville Middle School proudly display the more than $2,000 worth of pennies raised for the Janeway Children's Hospital. This was one of the events planned by the school during "Kindness is Contagious Week".

NORTH RIVER

Recognizing student creativity

Maggie Burton, a Grade 5 student at All Hallows Elementary School in North River, Conception Bay, was honored on March 1 at Mile One Stadium for her prize-winning entry in a design contest sponsored by the Citizens Crime Prevention Association of Newfoundland and Labrador in cooperation with the Newfoundland Liquor Corporation. Students were asked to design a picture on a paper bag provided by the Liquor Corporation which expressed an anti-drinking and driving message. Maggie was selected as the zone winner. For her efforts she received a cheque for $200 and All Hallows Elementary received a cheque for $300.

Back Row (l-r): Doreen Conway (Teacher-Librarian), Grade 5 students Maura Hayes and Jennifer Mahoney, Bernadette Wade (Project Coordinator); Front Row (l-r): Grade 5 students Maggie Burton, Jana Cole, Samantha Cicciarella, and Kimberley Mahoney.

Some students from Mrs. Bernadette Wade's and Mrs. Shirley Collins' Grade 5 classes at All Hallows Elementary were provided with a unique opportunity to become published authors and illustrators recently when they entered the annual Create-A-Book Competition sponsored by Scholastic Book Fairs.

Students were asked to create a picture book, keeping in mind that they would be judged on inventiveness, story content, artwork quality and consistency, general appeal, as well as compatibility of text and illustrations. "They worked in a group to design and paint

illustrations, to write text and thus created a book entitled *The Year Santa Thought He Couldn't Make It*," Mrs. Wade explained.

Their book has been submitted to the Create-A-Book Competition to represent the school. Winners of the competition will be announced in June. If the book is chosen as the winning project it will be published and distributed by Scholastic Book Fairs throughout Canada. "This annual picture book competition has been a wonderful tool to encourage teamwork and creativity in the classroom," said Mrs. Wade.

BAY BULLS/WITLESS BAY

The Power of Music

Students at St. Patrick's School, Bay Bulls, and St. Bernard's School in Witless Bay explored the power of music during Education Week 2002. Students and teachers shared their favorite songs and CDs, sang the Education Week song, "Let Me Be Me", and completed light bulbs for display in their music room in addition to holding open houses, enjoying guest readers, school celebrations and more.

Students from Mrs. Tobin's Grade 3 class at St. Bernard's Elementary pose in front of their light bulb display.

Primary students at St. Bernard's completed the sentence, "Music gives me the power to…". Some of the more popular answers were: dance, sing, smile, play music games, play the guitar (drum, piano), sing with my family. The teachers on staff also had a common theme: relaxing and enjoying good times with family and friends.

St. Patrick's students and teachers were given open reign to write about how music empowers them or others they know. Mr. Edmunds, the school principal wrote, "I think music in itself is healing. It's an explosive expression of humanity. It's something we are all touched by. No matter what culture we're from, everybody loves Music! Music washes away from the soul the dust of everyday life."

Music is alive and well in the schools on the Southern Shore and as Grade 4 student Brandon St. Croix said, "Music is my life. Every day I make up a song. Beats of the drum, squeaks of the clarinet, and my favorite – the buzz of the trumpet. Music is a trail of happy life."

SPANIARD'S BAY

Computers for Schools celebrates arrival of new computers

On March 28, students and Computers for Schools (CFS) program partners gathered at the Avalon West School Board offices in Spaniard's Bay to celebrate the recent arrival of a large shipment of 264 computers. The computers were shipped from the National CFS depot in Hull, Quebec, thanks to a group of local companies organized by Clarence Gosse of Conception Bay Tire.

Heidi Windsor, Program Administrator for CFS Newfoundland and Labrador, said students from the Red Kindergarten class at Holy Redeemer Elementary in Spaniard's Bay were invited along to the celebration to receive six computers from the shipment and were very excited about having additional computers for their school. "Many thanks to the Aliant Volunteers and Industry Canada for their continued support of this worthwhile program," said Ms. Windsor.

To find out more about the Computers for Schools program visit the national website at www.schoolnet.ca/cfs-ope, Tel: 709-576-2377, or email cfs@nfld.net.

Students from Holy Redeemer Elementary receive their new computers from CFS program partners.

ST. JOHN'S

Students participate in Techsploration program

A group of Grade 8 students from St. John Bosco School in St. John's had a first hand experience in marine safety this past March when they visited the Offshore Safety and Survival Center in Foxtrap during Education Week. The students were participants in the first St. John's-based Techsploration program.

Techsploration provides young women with an opportunity to explore trades, technical and technology-related occupations, while creating an awareness about the critical role of work in their lives. It also helps them understand the significance of high school math and science for their future career. The program is intended for young women in Grades 9 and 10, but it can be modified for other grade levels.

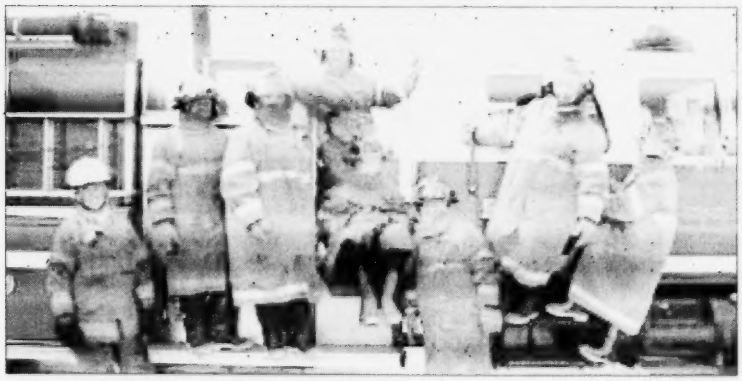
The primary goal of Techsploration is to increase the number of women working in trades, technical and technology-related occupations by assisting high school age girls to explore a wide range of career options in these fields. The program is intended to be inclusive of all girls, including those at various levels of academic achievement, from diverse cultural backgrounds, and girls with special needs.

Joan Sharpe, Learning Resource Teacher at St. John Bosco, and Moderator of Techsploration, said this experience was resource-based learning at its finest. Students spent an entire day with Krista Parsons, a very successful female role model in a non-traditional job and experienced firsthand the sights and sounds of the world of offshore safety and survival. "Being able to observe firefighters in training and to actually don the firefighting gear and extinguish their own fire was very exciting for them," said Ms. Sharpe. "Escaping from a simulated oil-rig safety exit chute into an awaiting life craft was also an incredible experience. It is truly one they will never forget. It certainly opened their eyes to the fact that they could do anything they want to do, and be anything they wanted to be, regardless of their gender."

The students also learned about rescue equipment (including wearing survival suits and a trip inside a life craft), they watched firefighters in training, and put out their own fires while dressed in full firefighting gear. They also had the experience of exiting a vessel from an oilrig safety chute into life crafts while wearing flotation devices.

One student, Monika Norman, who had always wanted to pursue a career in teaching dance, was totally amazed as she watched firefighters practice scaling a tower with ropes. Ms. Sharpe said she'll always remember the look of amazement and fascination on Monika's face as she said, "You know, Miss, I could do that too, couldn't I?"

"You sure can, Monika. You can do anything you want to do," replied Ms. Sharpe.



St. John Bosco students pose in front of a fire truck following a fire extinguishing exercise. l-r (on truck): Lois Bragg, Monika Norman, Amanda Oakley, Samantha Hennessey (seated), Dana Hennessey, and Samantha Fowler; l-r (standing): Krista Parsons (Offshore Safety and Survival Center), and Joan Sharpe (Learning Resource Teacher).

An exploration of learning

"Education Week is a great way to explore different kinds of learning," says Jack Jardine, Guidance Counsellor at the Newfoundland School for the Deaf in St. John's. This year, the Intermediate Department at the School for the Deaf participated in a "factoid" Scavenger Hunt. Each team of three was given a list of 20 questions, and 90 minutes to use any of the resources in the school to find and document the answers. The questions ranged from finding the name of the largest lake in North America, to discovering Leonardo Fibonacci, to researching specific authors. It was a great learning experience as well as a fun way for students to learn.

l-r: School for the Deaf students Joshua Upshall, Renee Pardy, and Joseph Antle, search the Internet for information on Leonardo Fibonacci.

Winners announced for MYT Business Essay Competition

Winners were recently announced for the second annual Market Your Thoughts (MYT) Business Essay Competition. The idea of the competition is to promote the entrepreneurial spirit in the youth of the province by giving them an opportunity to identify, research and creatively write about business opportunities that they believe could work in their community, region, or anywhere in Newfoundland and Labrador.

In total, 402 entries were received from around the province with all school districts participating. St. Paul's Intermediate School in Gander was acknowledged as the Market Your Thoughts School of the Year by the Y Enterprise Centre for their excellent participation (192 entries from Grades 7-9) and the quality of their business essays. Aside from the $300 cash prize awarded for the MYT School of the Year, St. Paul's received an extra $200 for the school for their efforts. "When I was out to the school presenting their cheques, MYT shirts, caps and certificates, they promised that they would have even more entries next year," said Paul Dwyer, Business Consultant with the YMCA-YWCA Enterprise Centre and Coordinator of the competition. "That was very exciting the hear."

Paul Dwyer of the Y Enterprise Centre announces the winners of the 2001 Market Your Thoughts Business Essay Competition.

The 2001 Market Your Thoughts winners are:

$100 winners by School District: District 1 – Jenna Broomfield, Lake Melville School, North West River; District 2 – Natania Campbell, James Cook Memorial, Cook's Harbour; District 3 – Danielle Brake, Xavier Junior High, Deer Lake; District 4 – Katelyn Hynes, Stephenville Middle School, Stephenville; District 5 – Tyler Collier, Holy Cross Central High, St. Alban's; District 6 – Laura Blackmore, St. Paul's Intermediate, Gander; District 7 – Robyn Matthews, Lake Academy, Fortune; District 8 – Kelsey Hayley, Matthew Elementary, Bonavista; District 9 – Alvin White, Fatima Academy, St. Bride's; and District 10 – Lenny O'Neil and Matthew Lamkin, St. John Bosco, Shea Heights.

$50 winners by School District: District 1 – Krisanna Badura, Lake Melville School, North West River; District 2 – Amanda Hurley, Pistolet Bay School, Raleigh; District 3 – Stephanie Harnum, Pasadena Academy, Pasadena; District 4 – Graham Soper, Stephenville Middle School, Stephenville; District 5 – Emily Loveridge, Lakeside Academy, Buchans; District 6 – Courteney Pritchett, St. Paul's Intermediate, Gander; District 7 – Courtney O'Rielly, Lake Academy, Fortune; District 8 – Jordan Stagg, Matthew Elementary, Bonavista; District 9 – Jillian Power, St. Catherine's Academy, Mount Carmel; and District 10 – Justin Howlett, St. John Bosco, Shea Heights.

In addition to the cash prize winners, the Y Enterprise Centre awarded almost one quarter of the students who entered with MYT t-shirts and Newfoundland and Labrador Credit Union caps for their achievements.

"The Centre is convinced that the youth of our province need to be encouraged to think positively about business opportunities in Newfoundland and Labrador," said Mr. Dwyer. "Through the competition

(*cont'd. on page 10*)

"I *told* you Miss Pratt had us glued to our seats today."

students also learn the basics of business planning and increase their future options for careers in the field of business."

Market Your Thoughts is a partnership between the Y Enterprise Centre and the Department of Education. Financial sponsors include ACOA, the Department of Industry, Trade and Rural Development, and the MYT's sole corporate sponsor, the Newfoundland and Labrador Credit Union.

Applications sought for Jim Hierlihy Memorial Scholarship

Epilepsy Newfoundland and Labrador offers an annual $1,000 scholarship to all high school students entering a post secondary institution in September 2002. To qualify for the Jim Hierlihy Memorial Scholarship applicants must be a member of Epilepsy Newfoundland and Labrador and have a diagnosis of epilepsy. For more information or to obtain an application, contact the Education Coordinator at 709-722-0502 or 1-866-374-EPILEPSY, or e-mail: educator@nf.aibn.com.

CANADA

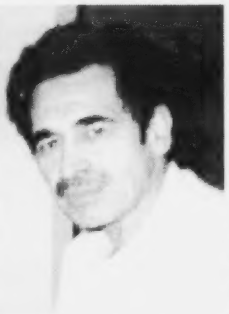
Information Technology Week to showcase achievements in IT

May 3-12, 2002 is Canada's Information Technology Week, a week to celebrate the achievements and capabilities of Canadians in information technology. Communities, businesses, employees, teachers and students are encouraged to work in partnership and find creative ways to showcase and recognize achievements in information technology.

Nominations are also sought for the Community IT Hero Awards. The Information Technology Association of Canada (ITAC) and Industry Canada have partnered to create these awards to recognize individuals who have assisted their communities in a significant way through the use or application of information technology; individuals who use IT to better the lives of the people in their community. Possible award recipients include teachers, students, businesses, community leaders, and volunteers. For further information go to www.itac.ca and click on "events" and "itweek" respectively.

For more ideas and activities to celebrate Canada's Information Technology Week, visit www.itweek.ca, send an e-mail to week.semaine@ic.gc.ca, or call the toll-free number at 1-800-575-9200. Canada's IT Week is jointly promoted by Industry Canada and the Information Technology Association of Canada.

RONALD PARSONS, 1935 – 2002



On January 31, 2002 family, friends and residents of Salmon Cove were deeply shocked and saddened by the sudden passing of Ronald Parsons at the age of 66.

Ronald grew up in Salmon Cove where he received his early education. Upon finishing high school he went on to Memorial University to obtain his teaching degree. Ronald taught for 36 years, teaching in the communities of Notre Dame Bay, Lethbridge, Whiteway, Portugal Cove, St. John's, and finally to Victoria where he retired in 1989.

After retiring from the teaching profession Ronald formed a small carpentry business which specialized in building houses. He was also very active in sports such as hockey and softball.

Ronald leaves to mourn his wife Emma; daughters Sharon (Gary) Clark, and Roxanne Parsons (Shawn Snow); sons Terry (Olive), Craig, Darryl (Susan), and Brent; six grandchildren, Krista, Kayla, Justin, Janelle, Brandon, and Shawn; and brothers Oscar and Eli.
(Submitted by Gary Clark.)

2nd Annual Provincial Fair

TEACHER RECRUITMENT

The Fair will profile job opportunities and related information for students, teachers or others interested in entry into the profession.

Are you looking for a job in education?
Are you an Education student?
Education graduate?
Substitute teacher?
Or looking for a career change?

The Provincial Teacher Recruitment Fair is the place for you.

Date: Thursday, May 16, 2002
10:00 a.m. - 8:00 p.m.

Place: R. Gushue Hall (Main Dining Hall)
St. John's Campus of
Memorial University

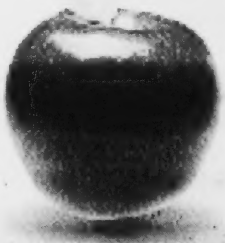
Come by to see the displays, talk to prospective employers, and collect some information.

It's a chance to discover what's available for teachers in Newfoundland and Labrador.

Information booths will be set up by school districts, the NLTA, Department of Education, Faculty of Education, and other Educational Partners.

For More Information contact:

Evelyn Bennett
Tel: 745-5809
e-mail: ebennett@roadrunner.nf.net
or
Sheila Barrett
Tel: 726-3357



The Provincial Recruitment Fair is a project of the Provincial Advisory Group on Teacher Supply and Demand, in partnership with Memorial University of Newfoundland, Newfoundland and Labrador Teachers' Association, Department of Education - Government of Newfoundland and Labrador, and the Newfoundland and Labrador School Boards Association.

Parking available in areas 11 or 12 on both sides of the Main Dining Hall. Overflow parking in area 15 opposite the soccer field next to Hatcher House.

Plan Ahead and Register Early

Pre-Retirement Seminars

by DON ASH

Teachers within two years of retirement eligibility should register for one of the NLTA's seven Pre-Retirement Seminars being held in the fall of 2002. Clause 18.11 of the Provincial Collective Agreement and Clause 29.12 of the Labrador West Collective Agreement provide two days paid leave to attend these seminars.

During the Fall of 2001, NLTA hosted seven Pre-Retirement Seminars – one each in Stephenville, Corner Brook, Gander, Grand Falls-Windsor, and three in St. John's. These seminars were held in accordance with Association policy as part of its overall program of pre-retirement counselling, and were attended by teacher participants and spouses.

Information sessions dealt with topics such as the Teachers' Pension Plan, Severance Pay, NLTA Group Insurance, Psychological Preparation for Retirement, Financial and Estate Planning and the Canada Pension Plan. As well, time was set aside for individual counselling of prospective retirees by the various consultants.

The evaluation forms completed at the seminars demonstrated an extremely positive response to the pre-retirement seminars. Notwithstanding this however, there were a number of recommendations for improvement and our plans for the Fall of 2002 will attempt to incorporate those various suggestions. Preparation is already under way to hold seven seminars during October and November 2002 in Stephenville, Corner Brook, Gander, Grand Falls-Windsor, and three in St. John's.

The sessions will be two days in duration. The program begins with registration from 9:00 to 9:30 a.m. on Day One. The first agenda item begins at 9:30 a.m. with the afternoon session concluding at approximately 3:30 p.m. On that first evening, there is also a 7:00 p.m. session devoted to Psychological Preparation for Retirement, which runs for approximately two hours.

Day Two of the seminar commences at 9:00 a.m. and concludes at approximately 3:30 p.m. Leave is provided for two days, with pay, in accordance with the Collective Agreements.

The full text of the NLTA Policy on Pre-Retirement Seminars, as it has been amended over the past few years, is contained on the following page; prospective retirees are urged to read closely these policy provisions and be aware of their application. The registration form for attendance at the 2002 seminars can be found on page 14. Potential participants are reminded that, in order to attend, they must register for a particular seminar. Only those teachers eligible to retire during or before the school year 2004-05 will be eligible to attend. Furthermore, registration must be received at the NLTA Office at least four weeks in advance in order to ensure approval of attendance. Given the increasing numbers of teachers eligible to retire, we must adhere strictly to the requirement for early registration. As a result, the Association will reserve the right to refuse acceptance of registration forms at any particular seminar if the registration has not been received at the NLTA office in accordance with Association policy.

It is the responsibility of the individual participant to make arrangements for hotel accommodations, should any be required. When you contact the hotel in question, please reference the fact that you are attending an NLTA function and this should provide a reduced rate which is available to persons travelling on Association related business. Note that accommodation expenses are the responsibility of the teacher.

In order to ensure that seminar participants are able to gain maximum advantage from the presentations, it is our intention to make every effort to keep the seminars to a reasonable size. This means, in effect, that we reserve the right to limit the number of people who will be granted access, depending on the physical facilities available at each site. Consequently, it is imperative that teachers plan ahead and register early in the event that registrations have to be taken on a first-come-first-served basis.

NLTA Policy on Pre-Retirement Seminars

1. The NLTA will make provision for an ongoing program of pre-retirement counselling through the involvement of Benefits and Economic Services staff in

branch workshops, branch meetings, and small group sessions as requested. Elements of the Benefits and Economic Services program relating to retirement planning will be communicated through the use of *The NLTA Bulletin*, Infosheets, and special publications.

2. The NLTA will provide a special program of pre-retirement counselling to teachers in the form of annual pre-retirement seminars. Only those teachers who are eligible to retire within two years of the expiry of the school year in which the seminars are held will be permitted to attend. Exceptions will be allowed in the case of teachers required to retire on disability pensions.

3. Pre-retirement seminars will be planned each year by the Benefits and Economic Services Division. The location and number of seminars will be determined on the basis of Association policy as determined from time to time by the Provincial Executive Council.

4. a) Travel expenses shall be reimbursed in accordance with the following provisions:
i) participants shall be reimbursed the lesser of travel by private vehicle or public transportation to the seminar closest to the place of residence. In the event that a teacher requests and is accepted to attend a seminar other than the closest seminar, the participant shall only be reimbursed the amount applicable for travel to the closest seminar.
ii) payment for private vehicle shall be at the rate of 6.4¢ per kilometre for the return trip from residence to seminar site.
iii) travel by public conveyance shall be reimbursed at the rate of 80 percent of ferry, taxi, or economy airfare; in the case of airfare, the lesser of excursion (seat sale) or 80 percent of economy airfare will be paid, where excursion (seat sale) fares can be arranged. Receipts shall be required for all reimbursement.
iv) no expenses will be paid to participants living or teaching in the community where the seminar is held.
v) the participating teacher and spouse are expected to travel in the same private vehicle and, consequently, only one claim will be entertained for car meterage.
b) All other expenses, such as meals, accommodation, and child care, are not covered. These expenses are the responsibility of the participating teacher/spouse.
c) Any reception(s) held during the pre-retirement seminars will be on a cash basis only.

5. Expenses will be provided for one pre-retirement seminar only per teacher participant. A teacher participant shall be permitted to attend one seminar only. (Notwithstanding this, a teacher may attend a second seminar as a spouse.)

6. Teachers attending a pre-retirement seminar must attend the seminar location closest to their place of residence, except in cases where the mode, cost or availability of transportation necessitates otherwise. Such determination will be made by the Benefits and Economic Services Division.

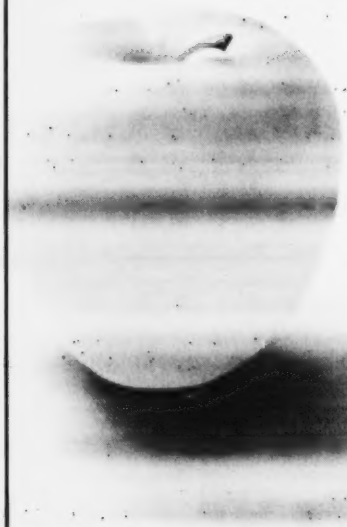
7. Directors and Assistant Directors, and spouses, are welcome to attend one pre-retirement seminar, but no expenses will be paid in accordance with this policy.

8. All participants, in order to attend, must register for a particular seminar. Registration must be received at the NLTA office at least four (4) weeks in advance in order to ensure approval of attendance.

9. The funding mechanism and program content for pre-retirement seminars will be reviewed annually by the Membership Benefits and Services Committee with recommendations being made to Executive as required.

Don Ash is an Administrative Officer in the Benefits and Economic Services Division of the NLTA.

We know teachers appreciate



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2002
PRE-RETIREMENT SEMINAR

REGISTRATION FORM

Name

Home Address

Postal Code

Home Telephone

Social Insurance Number

School Name

School Telephone

Please check which session you will be attending:

- ☐ **Oct. 10-11** – Albatross, Gander
- ☐ **Oct. 17-18** – Holiday Inn, Corner Brook
- ☐ **Oct. 24-25** – Mt. Peyton, Grand Falls-Windsor
- ☐ **Nov. 7-8** – Holiday Inn, Stephenville
- ☐ **Nov. 14-15** – Holiday Inn, St. John's
- ☐ **Nov. 21-22** – Holiday Inn, St. John's
- ☐ **Nov. 28-29** – Holiday Inn, St. John's

Will your spouse be attending? ☐ Yes ☐ No

Name of spouse (if attending)

Earliest eligibility date for pension

Have you attended a previous pre-retirement seminar?

☐ Yes ☐ No

Note:
- Teachers within two years of retirement (on or before June 2005) are eligible to attend.
- **All participants must pre-register.**
- You will receive confirmation prior to seminar.
- Travel costs will be paid according to policy and only to the nearest seminar.
- Teachers are advised to bring a calculator.

Please submit registration form to:
Benefits and Economic Services Division,
Newfoundland and Labrador Teachers' Association
3 Kenmount Road, St. John's, NF, A1B 1W1
Fax: 709-726-4302; 1-877-711-6582 (*toll free*)

FOR NLTA OFFICE USE ONLY		
Date Received	Confirmation Sent	Information Package Sent

Thinking About Retirement?

Checklist for Retiring Teachers

by DON ASH

Under the Teachers' Pension Act, a teacher is eligible for pension benefit:

a) At age 60 with between five and 24 years of pensionable service.

b) At age 55 or after with at least 25 years of pensionable service.

c) After completing 30 years of worked service* regardless of age.

d) With 29 years of worked service and at least 30 years of pensionable service (reduced pension – percentage reduction is based on the number of months prior to age 55).

* worked service refers to all pensionable service with the exception of university study buy-back (available for purchase prior to 1990).

Checklist for Retiring Teachers

- Apply to NLTA to attend a Pre-Retirement Seminar up to two years prior to your year of retirement.
- Confirm the eligible date of your retirement with the Pensions Division, Tel: 709-729-3931/3932, Fax: 709-729-2070 (Do not resign until eligibility has been confirmed).
- Apply for Teachers' Pension by completing the appropriate "Teachers' Pension" application.
- Submit your resignation to School Board: one month notice is required if retirement is to occur before Christmas; three months notice (March 31) is required if retirement is to occur after Christmas.
- Apply for Severance Pay by completing the "Severance Payment Request" form from Teacher Payroll.
- Confirm/consult with Johnson Incorporated on Group Insurance coverage, Tel: 1-800-563-1528.
- Consider joining the Retired Teachers' Association by completing the application form and submitting it to the Pensions Division.
- Consider seeking personal financial advice regarding financial decisions related to retirement.
- Keep your mind active and your body healthy. Enjoy life!

Please note the following changes effective upon retirement.

- NLTA Membership status changes from Active Membership to Life or Associate Membership.
- Access to the services and benefits of the Employee Assistance Program (EAP) terminates.
- Basic Life Insurance coverage reduces to twice annual pension from twice annual salary (provided coverage is maintained and premiums paid) and is further reduced at age 65.
- Eligibility for EI ceases (unless a person becomes a "re-established worker" or is on a forced medical retirement).

Any questions or comments can be directed to an Administrative Officer in the Benefits and Economic Services Division.

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New and Proposed Changes to E.I. Special Benefits

by STEFANIE TUFF

The Employment Insurance system provides the following "special benefits": sickness benefits, maternity benefits (available to biological and surrogate mothers), and parental benefits (available to natural and adoptive parents). Eligible claimants may receive each type of benefit up to its maximum (i.e. 15 week sickness, 15 weeks maternity, 35 weeks parental) as long as the cumulative duration of the special benefits does not exceed a total of 50 weeks. However, the federal government has recently proposed some changes to the special benefits program which are intended to make the eligibility rules more flexible for parents faced with extraordinary circumstances.

Currently, parental benefits must be claimed within one year of the birth or adoption of a child. Unfortunately, this means that parents whose newborn or newly adopted children require an extended period of hospitalization may not be able to access the full 35 weeks of parental benefits if they wait to claim these benefits until after their child is released from hospital. The government is therefore proposing that the time limit for claiming parental benefits be extended to two years from the date of birth or adoption for parents of hospitalized children. This change will become effective once the necessary legislation has been passed.

The government has also proposed a change to the 50-week limit on the total number of special benefits available to any one claimant. This is in response to the situation experienced by some biological mothers who, because they have claimed EI sickness benefits during their pregnancy, may be unable to claim all of the special benefits that would otherwise be available to them. Therefore, a medically required extension of the special benefits limit is being introduced. Biological mothers who meet the medical requirements may have the 50-week special benefits cap increased by one week for each week of sickness benefits for which they are eligible. According to information released by the federal government, it is expected that about 7,000 women per year will benefit from this change, which came into effect for all active claims as of March 3, 2002.

Stefanie Tuff is an Administrative Officer with the Benefits and Economic Services Division of the NLTA. Any questions regarding Employment Insurance should be directed to an Administrative Officer in the Benefits and Economic Services Division.

Johnson Scholarships & Academic Grants

The Johnson Scholarship and Academic Grant Fund was introduced in 1998. Since that time, 100 Scholarships and Grants continue to be awarded annually, each valued at $ 1,000.

Eligible to receive Scholarships are the dependents of Johnson Group Members who are in their graduating year of senior high school. The Academic Grants are to assist those returning to full-time post-secondary studies following an absence of two or more years, as well as those beginning full-time studies as mature students (after being out of a school or college system for at least two years). These Grants are available to Johnson Group Client Members/Employees, and their dependents.

To date, a total of more than 49 Scholarships have been awarded to the dependents of NLTA Members and 10 Academic Grants have been awarded to NLTA Members and dependents.

The closing date for the receipt of the 2002 applications is **September 15th**.

Application forms are available online at www.johnson.ca or may be obtained by calling (709) 737-1088 or 1-877-328-7878 (toll free), by fax (709) 737-1580, by e-mail scholarshipsandgrants@johnson.ca. If you prefer, mail your request to 95 Elizabeth Avenue, PO Box 12049, St. John's, NF, A1B 1R7.

Johnson Inc

What's On the Web?

by ALEX HICKEY

The World Wide Web can be an intimidating and mysterious place. You know what you are looking for but just cannot find it when you search. The sheer volume of web sites now available makes it almost impossible for search engines to scan them all. The web is expanding with millions of new pages each week. There are, according to the Computer Industry Almanac, currently 533 million web users around the world.

An article by Michael Pastore, *Internet Gender Gap Remains in Canada*, states that:

The General Social Survey by Statistics Canada found that 13 million Canadians, or 53 percent of those aged 15 and over, used the Internet at home, at work or at some other location in the past year. This was three times the 1994 rate of 18 percent.

Nine out of every 10 teenagers aged 15 to 19 reported using the Internet at some time in the 12 months prior to the survey, the highest proportion of any age group. Internet use declined steadily for each subsequent age group. About 70 percent of those aged 25 to 29 used the Internet, compared with 61 percent of those aged 35 to 39, and only 13 percent of seniors aged 65 and over. This pattern has changed since 1994, when Internet use was lower among teens (12 percent), and ranged between 16 percent to 23 percent for age groups up to age 59.

Men were more likely to use the Internet than women in every age group. However, women have closed the gap substantially since 1994. About 22 percent of men used the Internet in 1994, compared with 14 percent of women. By 2000, the proportion of men surfing the net had more than doubled to 56 percent, while the proportion of women had more than tripled to 50 percent.

Internet use was highest in Alberta and British Columbia, at about 61 percent of the population. Between 44 percent and 48 percent used the Internet in Newfoundland, New Brunswick, Quebec, Manitoba and Prince Edward Island.

[http://cyberatlas.internet.com/big_picture/geographics/article/0,,5911_737081,00.html]

If you are interested in web statistics and usage visit CyberAtlas at http://cyberatlas.internet.com/big_picture/stats_toolbox/

Alex Hickey is Coordinator of the NLTA Virtual Teacher Centre.

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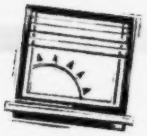


Financial Well-Being: More Than Making Money

by MARIE WALL

Are you aware you have a relationship with money? Whether it is healthy or unhealthy, we all have an attachment to money that underlies how we earn, spend, save, or desire it. A healthy financial relationship is learned over time. At a very young age some of us may have acquired valuable knowledge in financial management from our parents or family members, while others constantly struggle to maintain financial stability in our lives. As adults we can choose to continue our old patterns with money or learn to deal with money in a way that allows more financial freedom. As with all aspects of our lives, money and finances require our attention and with a willingness to learn more, financial confidence can be strengthened.

"Many of us dislike having to deal with financial issues and feel a loss of power by allowing someone else to control them."

The need to become more aware of what we are earning and how we are dispersing our wealth is essential to feeling and living better with money. I am not a financial counsellor but I too have had to confront my relationship with money. This has been an ongoing battle and I have decided it will be my personal theme this year. I have committed to learning about finances, making decisions about my financial welfare and setting goals to attain a healthy lifestyle that offers financial freedom rather than a worrisome burden.

What is financial well-being? It is the ability to use financial resources effectively and requires awareness about earnings and expenses. Being mindful of your outlook towards money and changing those attitudes can help you acquire the healthy financial relationship you would like. This may require you to talk about your financial experiences and create goals that are attainable.

One of the stumbling blocks to financial well-being is our inability to talk openly and honestly about it. Imagine telling someone the full details of your finances. Now consider the feelings that have arisen. Feelings of embarrassment, shame, incompetence or isolation are not uncommon for people who are overwhelmed by financial obligations. Most of us have been taught that our financial affairs are "private" and not to be spoken about (not unlike sex in the past). Unfortunately, many of us have taken this attitude to heart and therefore don't speak about our financial health, not even to our partners. Lack of financial communication is often the reason people become overwhelmed with debt and worry over monetary issues. Personal finances can be a great source of stress and are often the root of many arguments and physical health problems. One survey shows that arguments over money management was the number one reason for divorce (Cash, 1999).

Being aware of our personal financial position is an essential first step to taking better control of our financial life. Let's focus on the management of our income for one month. Take a sheet of paper and draw two columns. In the left column record the amount of your net pay, and in the right column record all your expenses for the month. Total them up. Now compare your earnings with your obligations. If you have more income than expenses you may be doing okay. Conversely, if your expenses outweigh your income, you need to either find a source of supplemental income or begin to take measures to reduce your spending.

The financial decisions you make today impact on what you are able to do tomorrow. Think about financial decisions you have made in the past. The choice to purchase an item may limit your current available resources. Borrowing to purchase, whether through a bank loan or credit card, is committing your future income and limiting your available resources. Just think about this... how many people would commit to donating $200 per month to the charity of their choice, yet pay this amount to financial institutions each month in interest charges? If you are paying large sums

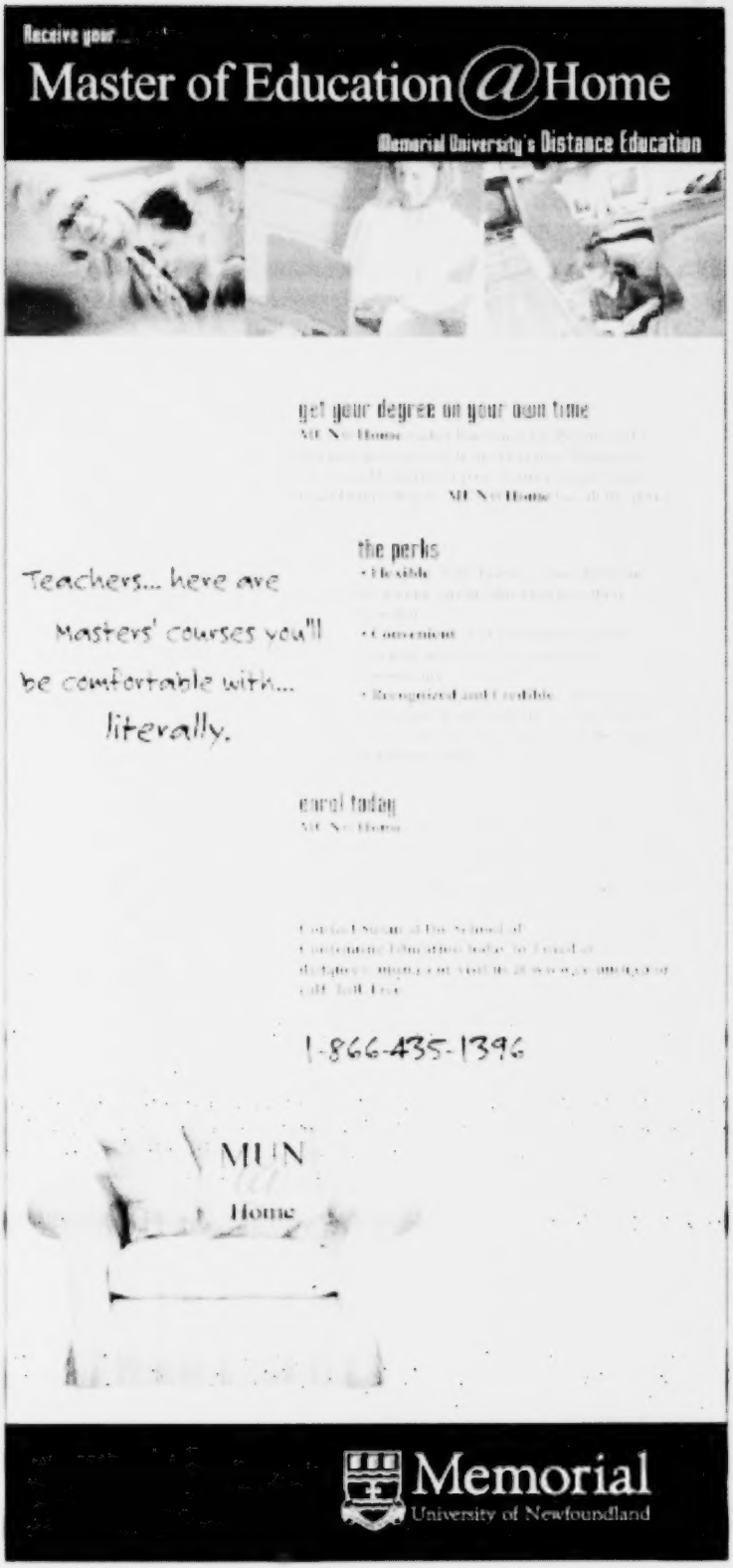
of money to your creditors in interest charges, you may be spending more than you can afford. Would you rather commit to paying interest to financial institutions or retain this money for your own use?

Our view of money influences how it is managed. Do you consider money to be a commodity or a necessary evil? Does it represent your worth? Is it a replacement for love? Does money give you energy? Commodities are disposable; they are used up and replaced. If your attitude toward money is as a commodity it too is disposable, and conversely your goods or services may be disposable as well. Many of us dislike having to deal with financial issues and feel a loss of power by allowing someone else to control them. In this instance the separation from one's earning power and purchasing is filtered through someone else. When money is the marker for worth or love it is a replacement for emotional connection. As a result, we can become greedy and never feel satisfied that there is enough, or lead impoverished lives feeling we don't deserve to live well.

The challenge that is presented to all of us is to work with the money we have. Many of us are of the misconception that earning more money (such as getting a raise) will allow us to do the things we want, to pay our debts, go on a vacation, or prepare for retirement. Our income is always limited, therefore we have a choice to live within our means or to live on borrowed time – credit. You decide!

I hope this article has given you pause for thought. My intention has been to help you take that first step and begin to consider what you want. Have you considered using personal finance books to learn more about how to set goals and achieve them? Numerous teachers have been assisted by personal credit counsellors to help them pay down debt, budget, and attain financial balance in there lives. If you would like more information about these services, we would be pleased to assist you.

Marie Wall is an EAP Coordinator with the Employee Assistance Program for teachers. For confidential assistance contact Marie Wall (ext. 265) or Claudette Coombs (ext. 242).

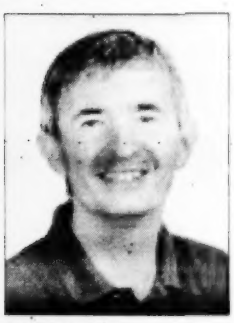


2002 Bancroft, Barnes & Special Recognition Awards

Award Winners Honored

Thomas Kendell

Patrick Pittman



Geoffrey Booth

In keeping with past tradition, the efforts of teachers who have made significant contributions to both their profession and their Association were recognized this year. The following provides information on the awards and the winners. Congratulations to everyone!

The Bancroft Award

Thomas Kendell and **Patrick Pittman** are recipients of the 2002 Bancroft Award. The Bancroft Award was established in 1980 to mark the 90th anniversary of the Newfoundland and Labrador Teachers' Association. The award recognizes outstanding service at the branch level of the NLTA for the betterment of education and professionalism for teachers.

A teacher for 29 years, **Thomas Kendell** has been an active member of the Exploits Valley Branch of the NLTA since the 1980s. He has held numerous Executive offices at the branch level including Communications Officer (1999-2001), Vice-President (1997-99), Member at Large (1992-93 and 1993-97), Past President (1991-92), and President (1989-91). He has also been active at the committee level including membership on the Branch Scholarship Committee, Provincial Communications Committee, Field Services Committee, and Professional Issues in Teaching Committee.

Thomas has initiated many activities for teachers during his career and has always ensured that teachers in his branch have been kept informed of events and issues at the local and provincial levels.

Thomas is currently an itinerant teacher with the Baie Verte/Central/Connaigre School District, responsible for students who are visually impaired and blind. He resides in Grand Falls-Windsor.

Patrick Pittman, a teacher for 26 years, has held numerous offices at the branch level of the NLTA. He has been President of the Bay d'Espoir Branch since 1996, was Vice-President (1976-77, 1995-96, 1998-99), and Communications Officer (1974-76).

Patrick has chaired or been a member of numerous committees including Communication (Newsletter Committee), Awards Committee, Social Committees, and the By-law Committee. In 1977 he initiated the first newsletter for the Bay d'Espoir Branch, as well as the first branch directory.

Patrick also served on a committee to look at the possibility of consolidating the four branches on the South Coast of Newfoundland. During his term as President in 1997-98 he helped re-establish strong ties with Conne River as well as having regular meetings re-established in Conne River during that time.

Patrick resides in St. Alban's where he is currently a teacher at Holy Cross All Grade.

The Barnes Award

Geoffrey Booth is recipient of the 2002 NLTA Barnes Award. This award was established in 1987 to recognize outstanding service to the Newfoundland and Labrador Teachers' Association in the field of Professional Development by teachers involved in Special Interest Councils and Curriculum Development Committees.

Geoffrey has been involved in professional development within the province for over 20 years. He served as President of the Religious Education Special Interest Council (Labrador Region) from 1979 to 1997, and the first Provincial President of the Humanities Special Interest Council from 1997 to 1999. Since1997 he has been President of the Labrador West Program Specialist Regional Special Interest Council and is currently Executive Member of the Labrador East Regional Modern Languages Special Interest Council, the Labrador West Regional Modern Languages Special Interest Council, and the Labrador West Regional Humanities Special Interest Council.

From 1990-97 Geoffrey was coordinator of religious education and social studies with the former Roman Catholic School Board for Labrador. From 1976 to 1990 he was high school social studies and religious education teacher and department head at Labrador City Collegiate in Labrador City.

In 1999 Geoffrey was a provincial winner of the Roy C. Hill Award and he is currently part of the Canadian Teachers' Federation and the Prime Minister's Awards

for Teaching Excellence program entitled, "Sharing Teaching Excellence". He has received numerous other awards throughout his career and is active as a volunteer within his community.

Geoffrey has recently retired as a program specialist for school improvement with the Labrador School Board. He resides in Labrador City.

The Special Recognition Award

Paul Le Blanc is recipient of the 2002 NLTA Special Recognition Award. This award was instituted in 1990 by Johnson Incorporated to recognize the 100th Anniversary of the Newfoundland and Labrador Teachers' Association. The Award is presented annually to an active NLTA member who has made a major contribution to the cultural, social and/or community life of Newfoundland and Labrador.

A teacher for over 30 years, Paul has been active within the community of St. Mary's Bay. He has been vigorously involved in the Royal Canadian Army Cadet movement since the 1970s, serving in such positions as Commanding Officer and Platoon Commander. Since 1981 he has been Award Leader for the Duke of Edinburgh's Award, assisting and guiding cadets and independents to achieve the various levels of the Award Program.

Paul has been actively involved in recycling programs, scholarship initiatives, the Duke of Edinburgh's Award Young Canadians Challenge, and the Encounters with Canada program. He has received numerous awards and commendations including, in 2001, a Twenty Years Service Award presented by Her Excellency Adrienne Clarkson, Governor General of Canada for 20 years of uninterrupted service to The Duke of Edinburgh's Award Young Canadians Challenge, and an Environmental Award presented by the Department of Environment and Labor in recognition of outstanding service in the protection of the environment.

Paul resides in Mount Carmel where he is currently a teacher at St. Catherine's Academy.

Paul Le Blanc

Teacher Recognized for Excellence in Teaching Chemistry

John Burke

John Burke, a Chemistry teacher at Stephenville High School in Stephenville has recently won a prestigious award from the Chemical Institute of Canada. The award recognizes excellence in methodologies used to teach high school chemistry. Mr. Burke was recommended for the award by Dr. Raynor-Canham, a professor at Grenfell College, and Mr. Eugene May, Principal of Stephenville High.

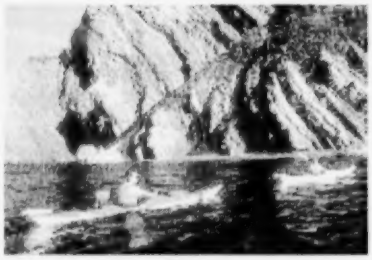
"Mr. Burke is a very well liked and admired teacher by the teaching staff and students," said Eric Nippard, a teacher at Stephenville High. "He holds a very high standard for his courses while presenting the material in a fun and unique manner. His students have consistently placed in the top percentage in provincial and intra-provincial exams. The students are well versed with his method of regaling them with stories and anecdotal evidence from his 'childhood' of some important happening in chemistry, all the while integrating theory in a relevant manner and making learning more meaningful."

Mr. Burke is 43 years old and lives in Port au Port East on the west coast of the province. He has three small children and spends many extra-curricular hours as a coach for his son's local hockey team. He also coaches high school softball in the fall of the year and has served as a mentor for the school's robotics team. He is a community minded person and volunteers extensively either as a canvasser for charity or through working with his local parish.

"John is well deserving of his award," said Mr. Nippard. "He is a great example for other teachers through his teaching and his attitude."

ATTENTION:
SCIENCE, GEOGRAPHY AND EARTH SYSTEMS TEACHERS

Teachers' Institute – Gros Morne National Park
Where Cultures and Continents Meet
August 18-24, 2002



"The best professional development that I have ever participated in during my 28 years of teaching." This is how Gerald Butt, Social Studies teacher, Mount Pearl, described the first Teacher Institute offered by Parks Canada in partnership with the Department of Education, the Newfoundland and Labrador Teachers' Association, school districts across the province and the Red Ochre Regional Economic Board.

Our second annual Institute is being held on August 18-24, 2002. Teachers will travel throughout Gros Morne National Park, connecting our diverse natural heritage to curriculum outcomes they teach every day. Parks Canada will involve teachers in experiential learning programs at locations such as the Tablelands, Green Point and Western Brook Pond. Themes include plate tectonics, coastal geology, landforms, paleontology (including fossils), glaciation, weathering and erosion. There will also be time for you to relax and enjoy the spectacular scenery and fascinating history of the region. Evening activities include dinner theatre in Cow Head and possibly even sea kayaking in Bonne Bay!

This professional development opportunity is designed specifically for Science, Earth Systems and Geography teachers from elementary to senior high. You will engage in group discussions, collaborate with colleagues, make solid connections to the school curriculum and develop ideas for lesson plans. Your experiences are designed to generate an appreciation for the unique natural world that exists in our own backyard. Bringing this wonder back to your classroom will bring science and geography to life in new and meaningful ways for your students.

Following the institute, teachers will be required to submit a final lesson plan clearly linked to curriculum and incorporating the messages and stories of Gros Morne National Park. These plans will be distributed through the NLTA Virtual Teacher Centre as part of a partnership between the Western Newfoundland and Labrador Field Unit of Parks Canada and the Newfoundland and Labrador Teachers' Association.

REGISTRATION – $350 PER PERSON

Includes meals, accommodations at local motels and travel during the Institute

Just bring your camera and an open mind!! Please contact your Assistant Director, Programs to inquire about funding.

FOR INFORMATION, PLEASE CONTACT:

Dorothy Parsons
Outreach Education Specialist
Western Newfoundland and Labrador Field Unit
Parks Canada
Tel: (709) 458-2417
E-mail: Dorothy.Parsons@pc.gc.ca

Teachers' Institute – Gros Morne National Park
August 18-24, 2002
REGISTRATION FORM

Name: _____

School: _____ School District #: _____

School Mailing Address: _____

_____ Postal Code: _____

E-mail: _____ Tel: _____ Fax: _____

Summer Mailing Address: _____

_____

Present Teaching Assignment (grades/courses): _____

_____

_____

_____

Reason for Attending (use separate sheet if necessary): _____

_____

_____

_____

_____

PLEASE RETURN BY MAY 17, 2002 TO:

Dorothy Parsons
Gros Morne National Park
P.O. Box 130
Rocky Harbour, NF A0K 4N0

Fax: 709-458-2059

E-mail: Dorothy.Parsons@pc.gc.ca
(for an electronic registration form)

NOTE:

REGISTRATION FEE: $350.00

Please contact your Assistant Director, Programs to inquire about funding.

School Boards will be consulted during the selection process.

THERE IS LIMITED SPACE FOR THIS INSTITUTE, SO IT IS IMPORTANT TO APPLY EARLY.

BREAKTHROUGH STRATEGIES TO TEACH AND COUNSEL TROUBLED YOUTH™ WORKSHOP

May 2-3, 2002

Mount Peyton Hotel, Grand Falls-Windsor. During the two-day workshop, participants will learn 200 strategies to help deal with challenging students. Contact Keith Adey, Tel: 709-489-5796.

NARRATIVE MATTERS 2002

May 16-19, 2002

Fredericton, NB. Nearly 150 researchers, practitioners, and students from over 12 countries and a range of disciplines and fields (including education) are planning to present papers, roundtables, and workshops on a wide variety of topics related to the role of narrative, or story, in the midst of human life. Keynote speakers are Mary Catherine Bateson, PhD, and David Kuhl, MD, PhD. For information visit the conference website at www.unb.ca/conferences/narrativematters/ or e-mail narr-mat@stthomasu.ca.

FEAR & LOATHING: A SYMPOSIUM ON BULLYING

May 23-25, 2002

Ottawa, ON. The symposium will present an exceptional cadre of speakers, stimulating plenary sessions and a wide array of workshops that cover the "big picture" bullying landscape. For information contact Child & Youth Friendly Ottawa, Tel: 613-244-3803, Fax: 613-244-3808, e-mail: cayfo@aol.com, web site: www.cayfo.ca.

SCHOOL ADMINISTRATORS' COUNCIL ANNUAL CONFERENCE & AGM

May 29-31, 2002

Terra Nova Golf Resort, Port Blandford. Theme: *Finding the Balance*. Contact Rick Thorne, Tel: 709-547-2379, Fax: 709-547-2549, E-mail: rthorne@stemnet.nf.ca.

READING AND WRITING NON FICTION (GRADE P-3)

July 4-5, 2002

Falmouth, NS. Presenter: Tony Stead. Registration: $125. Registration deadline: **June 1, 2002. For information contact:** k.bnewcombe@ns.sympatico.ca.

SUMMER INSTITUTE FOR TEACHERS OF CANADIAN HISTORY

July 7-14, 2002

St. John's. *Stepping into History, Strategies for Bringing History Alive!* Located at MUN, this institute will focus on providing 40 elementary and middle grade school teachers from across Canada with hands-on training in the use of selected programs and activities that integrate history education into their classroom plans. Participants will benefit from the rich historical setting of Newfoundland, and a first-hand look at Historica's National Heritage Fair programme running in tandem with the Institute. For more information, Tel: 1-800-567-1867, or apply online at www.histori.ca.

GETTING READY FOR BACK TO SCHOOL

August 16, 2002

Mount Saint Vincent University, Bedford, NS. Presenter: Sharon Taberski. Registration: $60. Deadline for registration: July 15, 2002. For information contact: k.bnewcombe@ns.sympatico.ca.

PROGRAM SPECIALIST'S SIC CONFERENCE AND AGM

October 1-2, 2002

Fairmont Newfoundland, St. John's. Topic: "Schools as Professional Learning Communities" with Rick DuFour. Contact Wayne Hallett, Tel: 709-489-2168, ext. 233.

Dates/Deadlines

May 2002

May 7	Deadline: Notification by Board of layoff
May 12-18	Branch Election Week
May 16	Deadline: PD Fund applications

June 2002

June7-8	NLTA Executive Meeting
June 15	Deadline: Notification by board of acceptance/ rejection of Deferred Salary Leave requests

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NLTA

Branch Elections

MAY – JUNE 2002

- Would you like to be more involved in decisions affecting your professional and personal future?
- Do you feel you have skills or abilities which you can offer to your professional Association?
- **Would you like to be more informed** about, and involved in, the internal operations of your Association?

Then consider becoming a member of your branch leadership team by offering yourself for a position on the branch executive when branch elections are held this spring. **Contact a member of your branch executive or your NLTA School Representative for more details.**